

Gifted PLD Package

Key Components

Status Analysis

This is the first step. A status analysis differs from a needs analysis in that, as well as looking for gaps and consequent needs, it also seeks to identify the strengths you bring to the project. In this way it provides a more complete picture, and helps us to build a positive and constructive approach to working with you.

To carry out a status analysis, we will send you two questionnaires. The first asks you about current policy, procedures and provisions relating to gifted learners in your school. It needs to be completed by someone with responsibility for gifted provision in your school or by someone in management. The second is for all your teaching staff. It is a short bullet-point questionnaire which helps us to gauge the current level of information and understanding staff members have about gifted learners.

If we are working with a CoL, then we will still ask each school in the CoL to complete the two questionnaires. This helps us to identify features the schools have in common where shared workshops and other actions would be appropriate, and the areas where individual work with a school would be helpful.

Reporting back

Once we have completed your status analysis, we will report back to you on what we have found. We will make recommendations on a possible Work Plan, utilising your strengths and setting out options for meeting any identified needs. Our report will indicate a possible time frame and costs.

If you accept our recommendations, we will negotiate a contract with you for the next steps in developing and delivering your Gifted PLD Package, subject of course to any funding application you need to make being successful.

Planning

We will work with you to finalise the Work Plan, including:

- objectives
- tasks to be undertaken
- personnel involved for each step
- time frame
- resources required
- projected costs
- record keeping, review points and evaluation measures
- (where applicable) MoE reporting procedure



Some sample objectives

- to ensure the school as an entity is a welcoming place for gifted and talented students and their parents and whanau
- to ensure the school has identification procedures which relate to its particular community
- to ensure gifted and talented students experience continuity and consistency of provision during their years at the school
- to achieve informed and appropriate decisions about issues such as grouping, acceleration
- to evaluate staff professional development needs in this field and make provision for meeting these needs



- to plan a schoolwide development process with ongoing review and updating

Some sample Work Plan tasks

- reviewing school enrolment procedures to allow for more parent and whanau input
- improving identification of gifted Maori and Pasifika students in relation to their representation on the school roll
- improving identification of twice-exceptional students
- lifting staff capability in relation to specific issues identified through the status analysis
- establishing a register to track provision for individual gifted learners
- committing to in-depth specialist training in this field for teachers with special responsibility in this field



- developing an IEP format for use with gifted learners when the need arises
 - mentoring individual teachers to assist them in developing differentiation within the regular classroom programme
 - reviewing policy with regard to acceleration and grouping possibilities in a CoL, working towards consistency of practice in identification procedures and recording systems across the CoL to facilitate student transition between schools
- in a high school, looking to create an inter-departmental committee to plan gifted provision across or within different curriculum areas.



Implementing your Work Plan

We will work closely and flexibly with you to implement each step of your Work Plan.

- We will liaise with you to develop a timetabled schedule for your Work Plan.
- We will be available as required for planned meetings, for example with CoL leaders, school management or teacher groups including whole staff, departmental or committee meetings, etc.
- We will be available at all times for consultation via phone or email and will endeavour to be available for additional face-to-face meetings where the need arises.
- We will support you with addressing specific issues identified in your Status Analysis, for example by:
 - taking a staff or group workshop
 - providing resource materials for particular needs, eg identification tools
 - working with you to develop policy statements, either for an individual school or that can be shared across a CoL
 - providing in-depth PLD for teachers taking specific responsibility for gifted provision
 - attending a meeting of parents or iwi representatives that you have organised to discuss gifted provision and answer their questions about this
 - working with you to develop a gifted register
 - etc.
- We will help you to develop evaluation criteria for each aspect of your gifted provision, both now and on an ongoing basis in the future.
- We will assist you to review your progress on your Work Plan and to meet any reporting requirements set by the Ministry of Education.

Fees

There will be a set fee for the Status Analysis, depending on the size of your school or CoL. We will discuss this with you before undertaking the analysis. Within a CoL, individual schools will contribute according to size.

Fees for working with you to develop and implement your Work Plan will of course depend on the content of your Work Plan, but will be negotiated with you in advance. Fees will be based on the Ministry guideline of \$121.00 per contact hour and an agreed amount of preparation time. If you have Ministry Centrally Allocated Funding, invoices for these fees will be met by the Ministry.

Accessing funding

If you are applying to the Ministry of Education for Centrally Allocated PLD Funding, you will need to forward a proposal to your Regional Education Office. We will assist you to write your proposal. It will be based on your Work Plan, supported by a rationale incorporating the findings of your Status Analysis. More information about funding applications is to be made available on the Ministry's website.



He ora te hakaipiri – there is strength in unity.